



4sustainability® is the Process Factory mark highlighting the adherence of textile and fashion & luxury companies to the sustainability roadmap. The implementation of each roadmap initiative is verified and measured annually based on a structured protocol of activities.

BIANCHI E NARDI

Pelletterie Bianchi e Nardi S.p.A.
has joined the 4sustainability® Commitment
and applies the 4s® People Protocol

PEOPLE IMPLEMENTATION LEVEL



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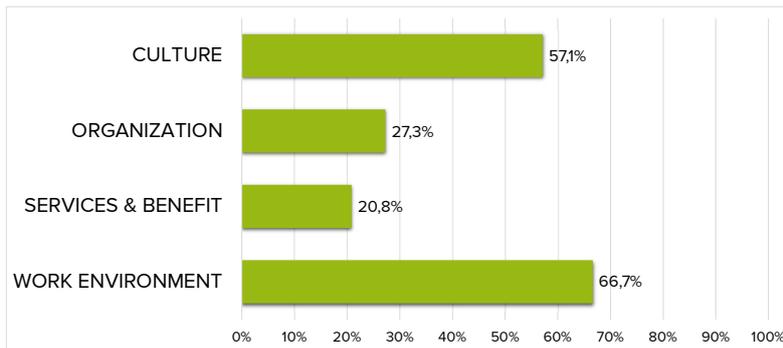
ABSTRACT

4s Report Abstract People
Version 1.0



Pelletterie Bianchi & Nardi S.p.A.

4S DIMENSIONS - LEVEL OF IMPLEMENTATION



SOCIAL COMPLIANCE



CULTURE

The company, founded in 1946, continues its history of excellence with the third generation. The company has understood the importance of paying particular attention to organizational well-being and has carried out an initial climate analysis. The analysis of these data has resulted in an Action Plan on which the management is working to meet the needs represented by staff, where possible. We also note an attention to the issues of sustainability in general, and a consequent activity of engagement of workers through training sessions. Finally, attention is also paid to the supply chain; the company has mapped and engaged its suppliers sharing a Charter of Values as well as performing second-part audits. The company also collaborates with some non-profit organizations for charitable initiatives.

ORGANIZATION

With reference to the area of corporate organization, we note a general attention to personnel management, however, performed more on individual requests (granting part-time, recognition of awards, etc.) than as a general policy; This attitude is also being reviewed through the evaluation of actions resulting from the internal analysis. We also note a focus on the planning of holiday periods and an allowance for flexibility in the time of entry and exit.

SERVICES & BENEFIT

The company makes meal vouchers available to its employees and has extended the insurance coverage offered by the Sanimoda package linked to the CCNL. Other forms of corporate welfare are being studied.

WORK ENVIRONMENT

The company spaces are comfortable, well lit and airy. There is a dining area with tables, chairs, fridge, microwave and changing rooms for men and women. There is also an internal parking.